

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3120000: warenhuizen

Inwerkingtreding 01/05/2012 (Laatst bewerkt 10/02/2015)

De lonen van het personeel dat tewerkgesteld is met een onvolledige dienstbetrekking worden berekend volgens één van de twee hiernavolgende formules:

a) uurloon :

loonschaalbedrag van de categorie / 151,66

b) maandloon :

loonschaalbedrag van de categorie x aantal maande-lijkse arbeidsuren / 151, 66

## 1. LOONSCHALEN: Bedienden - Algemeen

### Maandlonen

De bediende die naar een hogere categorie overgaat, geniet integraal de loonschaal van de categorie waarin hij wordt ondergebracht met ingang van de datum van zijn bevordering, rekening houdend met de normale aanvangsleeftijd van deze categorie.

In geval van onmiddellijke bevordering van een basisbediende van de zelfbediening, zoals is bepaald in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, tot een functie van de vijfde categorie, gebeurt de overgang naar de loonschaal van de vijfde categorie als volgt : onmiddellijke toekenning van 50 pct. van het verschil tussen het vorige loonschaalniveau van de betrokkene en het nieuwe loonschaalniveau van de vijfde categorie; het toekennen van de overige 50 pct. wordt gespreid over vier jaar.

### 1.1. : Ondergeschikte bedienden

#### 1.1.1. : Categorie 1

Aanvangsleeftijd voor categorie 1 : 21 jaar

#### 1.1.1.1. LEEFTIJD: 21 jaar of meer

#### 1.1.1.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1574.04                 | 1586.84 | 1599.72 | 1612.89 | 1625.79 |
| 1                   | 1580.34                 | 1593.28 | 1606.43 | 1619.13 | 1632.18 |
| 2                   | 1586.84                 | 1599.72 | 1612.89 | 1625.79 | 1638.54 |
| 3                   | 1593.28                 | 1606.43 | 1619.13 | 1632.18 | 1644.94 |
| 4                   | 1599.72                 | 1612.89 | 1625.79 | 1638.54 | 1651.45 |
| 5                   | 1606.43                 | 1619.13 | 1632.18 | 1644.94 | 1657.87 |
| 6                   | 1612.89                 | 1625.79 | 1638.54 | 1651.45 | 1664.55 |
| 7                   | 1619.13                 | 1632.18 | 1644.94 | 1657.87 | 1665.78 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 8  | 1625.79 | 1638.54 | 1651.45 | 1664.55 | 1665.78 |
| 9  | 1632.18 | 1644.94 | 1657.87 | 1665.78 | 1665.78 |
| 10 | 1638.54 | 1651.45 | 1664.55 | 1665.78 | 1665.78 |
| 11 | 1644.94 | 1657.87 | 1665.78 | 1665.78 | 1668.67 |
| 12 | 1651.45 | 1664.55 | 1665.78 | 1665.78 | 1674.56 |
| 13 | 1657.87 | 1665.78 | 1665.78 | 1668.67 | 1680.30 |
| 14 | 1664.55 | 1665.78 | 1665.78 | 1674.56 | 1685.92 |
| 15 | 1665.78 | 1665.78 | 1668.67 | 1680.30 | 1691.60 |
| 16 | 1665.78 | 1665.78 | 1674.56 | 1685.92 | 1697.45 |
| 17 | 1665.78 | 1668.67 | 1680.30 | 1691.60 |         |
| 18 | 1665.78 | 1674.56 | 1685.92 |         |         |
| 19 | 1668.67 | 1680.30 |         |         |         |
| 20 | 1674.56 |         |         |         |         |

#### 1.1.1.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1638.54                 | 1651.45 | 1664.55 | 1665.78 | 1665.78 | 1674.56 |
| 1                          | 1644.94                 | 1657.87 | 1665.78 | 1665.78 | 1668.67 | 1680.30 |
| 2                          | 1651.45                 | 1664.55 | 1665.78 | 1665.78 | 1674.56 | 1685.92 |
| 3                          | 1657.87                 | 1665.78 | 1665.78 | 1668.67 | 1680.30 | 1691.60 |
| 4                          | 1664.55                 | 1665.78 | 1665.78 | 1674.56 | 1685.92 | 1697.45 |
| 5                          | 1665.78                 | 1665.78 | 1668.67 | 1680.30 | 1691.60 | 1703.04 |
| 6                          | 1665.78                 | 1665.78 | 1674.56 | 1685.92 | 1697.45 | 1708.81 |
| 7                          | 1665.78                 | 1668.67 | 1680.30 | 1691.60 | 1703.04 | 1714.57 |
| 8                          | 1665.78                 | 1674.56 | 1685.92 | 1697.45 | 1708.81 | 1720.34 |
| 9                          | 1668.67                 | 1680.30 | 1691.60 | 1703.04 | 1714.57 | 1726.04 |
| 10                         | 1674.56                 | 1685.92 | 1697.45 | 1708.81 | 1720.34 | 1731.91 |
| 11                         | 1680.30                 | 1691.60 | 1703.04 | 1714.57 | 1726.04 |         |
| 12                         | 1685.92                 | 1697.45 | 1708.81 | 1720.34 |         |         |
| 13                         | 1691.60                 | 1703.04 | 1714.57 |         |         |         |
| 14                         | 1697.45                 | 1708.81 |         |         |         |         |
| 15                         | 1703.04                 |         |         |         |         |         |

#### 1.1.1.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 1685.92                 | 1697.45 | 1708.81 | 1720.34 | 1731.91 | 1743.42 |
| 1                          | 1691.60                 | 1703.04 | 1714.57 | 1726.04 | 1737.64 | 1749.01 |
| 2                          | 1697.45                 | 1708.81 | 1720.34 | 1731.91 | 1743.42 | 1754.88 |
| 3                          | 1703.04                 | 1714.57 | 1726.04 | 1737.64 | 1749.01 | 1760.79 |
| 4                          | 1708.81                 | 1720.34 | 1731.91 | 1743.42 | 1754.88 | 1766.19 |
| 5                          | 1714.57                 | 1726.04 | 1737.64 | 1749.01 | 1760.79 |         |
| 6                          | 1720.34                 | 1731.91 | 1743.42 | 1754.88 |         |         |
| 7                          | 1726.04                 | 1737.64 | 1749.01 |         |         |         |
| 8                          | 1731.91                 | 1743.42 |         |         |         |         |

|   |         |  |  |  |  |  |
|---|---------|--|--|--|--|--|
| 9 | 1737.64 |  |  |  |  |  |
|---|---------|--|--|--|--|--|

#### 1.1.1.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1754.88                 | 1766.19 | 1777.80 | 1789.21 | 1800.84 | 1812.23 |
| 1                   | 1760.79                 | 1772.22 | 1783.58 |         |         |         |
| 2                   | 1766.19                 | 1777.80 |         |         |         |         |
| 3                   | 1772.22                 |         |         |         |         |         |

#### 1.1.1.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1574.04 |
| 19 jaar  | 1523.30 |
| 18 jaar  | 1473.13 |
| 17 jaar  | 1422.68 |
| 16 jaar  | 1372.59 |

#### 1.1.2. : Categorie 2

Aanvangsleeftijd voor categorie 2 : 21 jaar

De andere bedienden dan de bedienden van de zelfbediening en dan de verkoopbedienden van de warenhuizen en die meer dan zes maanden ervaring hebben in de onderneming in een functie van de tweede categorie, genieten de minimum loonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De opklimming op grond van de anciënniteit wordt gebracht op 22 jaar, volgens de modaliteiten hierboven vastgesteld.

#### 1.1.2.1. LEEFTIJD: 21 jaar of meer

##### 1.1.2.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1661.28                 | 1665.78 | 1670.64 | 1687.75 | 1704.40 |
| 1                   | 1665.78                 | 1665.78 | 1679.12 | 1695.98 | 1712.48 |
| 2                   | 1665.78                 | 1670.64 | 1687.75 | 1704.40 | 1721.03 |
| 3                   | 1665.78                 | 1679.12 | 1695.98 | 1712.48 | 1729.46 |
| 4                   | 1670.64                 | 1687.75 | 1704.40 | 1721.03 | 1737.71 |
| 5                   | 1679.12                 | 1695.98 | 1712.48 | 1729.46 | 1746.11 |
| 6                   | 1687.75                 | 1704.40 | 1721.03 | 1737.71 | 1754.54 |
| 7                   | 1695.98                 | 1712.48 | 1729.46 | 1746.11 | 1762.89 |
| 8                   | 1704.40                 | 1721.03 | 1737.71 | 1754.54 | 1771.25 |
| 9                   | 1712.48                 | 1729.46 | 1746.11 | 1762.89 | 1779.70 |
| 10                  | 1721.03                 | 1737.71 | 1754.54 | 1771.25 | 1788.08 |
| 11                  | 1729.46                 | 1746.11 | 1762.89 | 1779.70 | 1796.46 |
| 12                  | 1737.71                 | 1754.54 | 1771.25 | 1788.08 | 1804.77 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 13 | 1746.11 | 1762.89 | 1779.70 | 1796.46 | 1813.45 |
| 14 | 1754.54 | 1771.25 | 1788.08 | 1804.77 | 1821.36 |
| 15 | 1762.89 | 1779.70 | 1796.46 | 1813.45 | 1829.75 |
| 16 | 1771.25 | 1788.08 | 1804.77 | 1821.36 | 1838.30 |
| 17 | 1779.70 | 1796.46 | 1813.45 | 1829.75 |         |
| 18 | 1788.08 | 1804.77 | 1821.36 |         |         |
| 19 | 1796.46 | 1813.45 |         |         |         |
| 20 | 1804.77 |         |         |         |         |

#### 1.1.2.1.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 1721.03                 | 1737.71 | 1754.54 | 1771.25 | 1788.08 | 1804.77 |
| 1                   | 1729.46                 | 1746.11 | 1762.89 | 1779.70 | 1796.46 | 1813.45 |
| 2                   | 1737.71                 | 1754.54 | 1771.25 | 1788.08 | 1804.77 | 1821.36 |
| 3                   | 1746.11                 | 1762.89 | 1779.70 | 1796.46 | 1813.45 | 1829.75 |
| 4                   | 1754.54                 | 1771.25 | 1788.08 | 1804.77 | 1821.36 | 1838.30 |
| 5                   | 1762.89                 | 1779.70 | 1796.46 | 1813.45 | 1829.75 | 1846.71 |
| 6                   | 1771.25                 | 1788.08 | 1804.77 | 1821.36 | 1838.30 | 1854.87 |
| 7                   | 1779.70                 | 1796.46 | 1813.45 | 1829.75 | 1846.71 | 1863.29 |
| 8                   | 1788.08                 | 1804.77 | 1821.36 | 1838.30 | 1854.87 | 1871.85 |
| 9                   | 1796.46                 | 1813.45 | 1829.75 | 1846.71 | 1863.29 | 1880.13 |
| 10                  | 1804.77                 | 1821.36 | 1838.30 | 1854.87 | 1871.85 | 1888.40 |
| 11                  | 1813.45                 | 1829.75 | 1846.71 | 1863.29 | 1880.13 |         |
| 12                  | 1821.36                 | 1838.30 | 1854.87 | 1871.85 |         |         |
| 13                  | 1829.75                 | 1846.71 | 1863.29 |         |         |         |
| 14                  | 1838.30                 | 1854.87 |         |         |         |         |
| 15                  | 1846.71                 |         |         |         |         |         |

#### 1.1.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 1821.36                 | 1838.30 | 1854.87 | 1871.85 | 1888.40 | 1905.48 |
| 1                   | 1829.75                 | 1846.71 | 1863.29 | 1880.13 | 1896.75 | 1913.58 |
| 2                   | 1838.30                 | 1854.87 | 1871.85 | 1888.40 | 1905.48 | 1921.96 |
| 3                   | 1846.71                 | 1863.29 | 1880.13 | 1896.75 | 1913.58 | 1930.31 |
| 4                   | 1854.87                 | 1871.85 | 1888.40 | 1905.48 | 1921.96 | 1938.55 |
| 5                   | 1863.29                 | 1880.13 | 1896.75 | 1913.58 | 1930.31 |         |
| 6                   | 1871.85                 | 1888.40 | 1905.48 | 1921.96 |         |         |
| 7                   | 1880.13                 | 1896.75 | 1913.58 |         |         |         |
| 8                   | 1888.40                 | 1905.48 |         |         |         |         |
| 9                   | 1896.75                 |         |         |         |         |         |

#### 1.1.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1921.96                 | 1938.55 | 1955.54 | 1972.33 | 1989.05 | 2005.50 |
| 1                   | 1930.31                 | 1947.03 | 1963.99 |         |         |         |
| 2                   | 1938.55                 | 1955.54 |         |         |         |         |
| 3                   | 1947.03                 |         |         |         |         |         |

### 1.1.2.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1661.28 |
| 19 jaar  | 1606.49 |
| 18 jaar  | 1552.05 |
| 17 jaar  | 1496.98 |
| 16 jaar  | 1442.53 |

### 1.1.3. : Categorie 3

Aanvangsleeftijd voor categorie 3 : 21 jaar

#### 1.1.3.1. LEEFTIJD: 21 jaar of meer

##### 1.1.3.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1736.08                 | 1759.45 | 1782.80 | 1806.47 | 1829.75 |
| 1                   | 1747.90                 | 1771.25 | 1794.70 | 1818.08 | 1841.63 |
| 2                   | 1759.45                 | 1782.80 | 1806.47 | 1829.75 | 1853.39 |
| 3                   | 1771.25                 | 1794.70 | 1818.08 | 1841.63 | 1865.02 |
| 4                   | 1782.80                 | 1806.47 | 1829.75 | 1853.39 | 1876.87 |
| 5                   | 1794.70                 | 1818.08 | 1841.63 | 1865.02 | 1888.40 |
| 6                   | 1806.47                 | 1829.75 | 1853.39 | 1876.87 | 1900.27 |
| 7                   | 1818.08                 | 1841.63 | 1865.02 | 1888.40 | 1911.86 |
| 8                   | 1829.75                 | 1853.39 | 1876.87 | 1900.27 | 1923.79 |
| 9                   | 1841.63                 | 1865.02 | 1888.40 | 1911.86 | 1935.41 |
| 10                  | 1853.39                 | 1876.87 | 1900.27 | 1923.79 | 1947.03 |
| 11                  | 1865.02                 | 1888.40 | 1911.86 | 1935.41 | 1958.95 |
| 12                  | 1876.87                 | 1900.27 | 1923.79 | 1947.03 | 1970.43 |
| 13                  | 1888.40                 | 1911.86 | 1935.41 | 1958.95 | 1982.32 |
| 14                  | 1900.27                 | 1923.79 | 1947.03 | 1970.43 | 1994.09 |
| 15                  | 1911.86                 | 1935.41 | 1958.95 | 1982.32 | 2005.70 |
| 16                  | 1923.79                 | 1947.03 | 1970.43 | 1994.09 | 2017.56 |
| 17                  | 1935.41                 | 1958.95 | 1982.32 | 2005.70 |         |
| 18                  | 1947.03                 | 1970.43 | 1994.09 |         |         |
| 19                  | 1958.95                 | 1982.32 |         |         |         |
| 20                  | 1970.43                 |         |         |         |         |

##### 1.1.3.1.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 1853.39                 | 1876.87 | 1900.27 | 1923.79 | 1947.03 | 1970.43 |
| 1                   | 1865.02                 | 1888.40 | 1911.86 | 1935.41 | 1958.95 | 1982.32 |
| 2                   | 1876.87                 | 1900.27 | 1923.79 | 1947.03 | 1970.43 | 1994.09 |
| 3                   | 1888.40                 | 1911.86 | 1935.41 | 1958.95 | 1982.32 | 2005.70 |
| 4                   | 1900.27                 | 1923.79 | 1947.03 | 1970.43 | 1994.09 | 2017.56 |
| 5                   | 1911.86                 | 1935.41 | 1958.95 | 1982.32 | 2005.70 | 2029.44 |
| 6                   | 1923.79                 | 1947.03 | 1970.43 | 1994.09 | 2017.56 | 2041.49 |
| 7                   | 1935.41                 | 1958.95 | 1982.32 | 2005.70 | 2029.44 | 2053.46 |
| 8                   | 1947.03                 | 1970.43 | 1994.09 | 2017.56 | 2041.49 | 2065.44 |
| 9                   | 1958.95                 | 1982.32 | 2005.70 | 2029.44 | 2053.46 | 2077.29 |
| 10                  | 1970.43                 | 1994.09 | 2017.56 | 2041.49 | 2065.44 | 2089.43 |
| 11                  | 1982.32                 | 2005.70 | 2029.44 | 2053.46 | 2077.29 |         |
| 12                  | 1994.09                 | 2017.56 | 2041.49 | 2065.44 |         |         |
| 13                  | 2005.70                 | 2029.44 | 2053.46 |         |         |         |
| 14                  | 2017.56                 | 2041.49 |         |         |         |         |
| 15                  | 2029.44                 |         |         |         |         |         |

#### 1.1.3.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 1994.09                 | 2017.56 | 2041.49 | 2065.44 | 2089.43 | 2113.29 |
| 1                   | 2005.70                 | 2029.44 | 2053.46 | 2077.29 | 2101.14 | 2125.19 |
| 2                   | 2017.56                 | 2041.49 | 2065.44 | 2089.43 | 2113.29 | 2136.96 |
| 3                   | 2029.44                 | 2053.46 | 2077.29 | 2101.14 | 2125.19 | 2149.16 |
| 4                   | 2041.49                 | 2065.44 | 2089.43 | 2113.29 | 2136.96 | 2160.99 |
| 5                   | 2053.46                 | 2077.29 | 2101.14 | 2125.19 | 2149.16 |         |
| 6                   | 2065.44                 | 2089.43 | 2113.29 | 2136.96 |         |         |
| 7                   | 2077.29                 | 2101.14 | 2125.19 |         |         |         |
| 8                   | 2089.43                 | 2113.29 |         |         |         |         |
| 9                   | 2101.14                 |         |         |         |         |         |

#### 1.1.3.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2136.96                 | 2160.99 | 2185.10 | 2208.75 | 2232.81 | 2256.80 |
| 1                   | 2149.16                 | 2172.96 | 2196.74 |         |         |         |
| 2                   | 2160.99                 | 2185.10 |         |         |         |         |
| 3                   | 2172.96                 |         |         |         |         |         |

#### 1.1.3.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1736.08 |
| 19 jaar  | 1682.19 |

|         |         |
|---------|---------|
| 18 jaar | 1653.59 |
| 17 jaar | 1593.20 |
| 16 jaar | 1532.59 |

#### 1.1.4. : Categorie 4

Aanvangsleeftijd voor categorie 4 : 22 jaar

##### 1.1.4.1. LEEFTIJD: 21 jaar of meer

##### 1.1.4.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 1848.40                 | 1874.55 | 1900.79 | 1926.97 | 1952.92 |
| 1                       | 1861.54                 | 1887.74 | 1913.91 | 1939.94 | 1966.18 |
| 2                       | 1874.55                 | 1900.79 | 1926.97 | 1952.92 | 1979.37 |
| 3                       | 1887.74                 | 1913.91 | 1939.94 | 1966.18 | 1992.35 |
| 4                       | 1900.79                 | 1926.97 | 1952.92 | 1979.37 | 2005.36 |
| 5                       | 1913.91                 | 1939.94 | 1966.18 | 1992.35 | 2018.65 |
| 6                       | 1926.97                 | 1952.92 | 1979.37 | 2005.36 | 2031.98 |
| 7                       | 1939.94                 | 1966.18 | 1992.35 | 2018.65 | 2045.40 |
| 8                       | 1952.92                 | 1979.37 | 2005.36 | 2031.98 | 2058.60 |
| 9                       | 1966.18                 | 1992.35 | 2018.65 | 2045.40 | 2072.00 |
| 10                      | 1979.37                 | 2005.36 | 2031.98 | 2058.60 | 2085.25 |
| 11                      | 1992.35                 | 2018.65 | 2045.40 | 2072.00 | 2098.83 |
| 12                      | 2005.36                 | 2031.98 | 2058.60 | 2085.25 | 2111.81 |
| 13                      | 2018.65                 | 2045.40 | 2072.00 | 2098.83 | 2125.25 |
| 14                      | 2031.98                 | 2058.60 | 2085.25 | 2111.81 | 2138.88 |
| 15                      | 2045.40                 | 2072.00 | 2098.83 | 2125.25 | 2151.93 |
| 16                      | 2058.60                 | 2085.25 | 2111.81 | 2138.88 | 2165.25 |
| 17                      | 2072.00                 | 2098.83 | 2125.25 | 2151.93 |         |
| 18                      | 2085.25                 | 2111.81 | 2138.88 |         |         |
| 19                      | 2098.83                 | 2125.25 |         |         |         |
| 20                      | 2111.81                 |         |         |         |         |

##### 1.1.4.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1979.37                 | 2005.36 | 2031.98 | 2058.60 | 2085.25 | 2111.81 |
| 1                          | 1992.35                 | 2018.65 | 2045.40 | 2072.00 | 2098.83 | 2125.25 |
| 2                          | 2005.36                 | 2031.98 | 2058.60 | 2085.25 | 2111.81 | 2138.88 |
| 3                          | 2018.65                 | 2045.40 | 2072.00 | 2098.83 | 2125.25 | 2151.93 |
| 4                          | 2031.98                 | 2058.60 | 2085.25 | 2111.81 | 2138.88 | 2165.25 |
| 5                          | 2045.40                 | 2072.00 | 2098.83 | 2125.25 | 2151.93 | 2178.82 |
| 6                          | 2058.60                 | 2085.25 | 2111.81 | 2138.88 | 2165.25 | 2191.97 |
| 7                          | 2072.00                 | 2098.83 | 2125.25 | 2151.93 | 2178.82 | 2205.33 |
| 8                          | 2085.25                 | 2111.81 | 2138.88 | 2165.25 | 2191.97 | 2218.79 |
| 9                          | 2098.83                 | 2125.25 | 2151.93 | 2178.82 | 2205.33 | 2232.07 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 10 | 2111.81 | 2138.88 | 2165.25 | 2191.97 | 2218.79 | 2245.56 |
| 11 | 2125.25 | 2151.93 | 2178.82 | 2205.33 | 2232.07 |         |
| 12 | 2138.88 | 2165.25 | 2191.97 | 2218.79 |         |         |
| 13 | 2151.93 | 2178.82 | 2205.33 |         |         |         |
| 14 | 2165.25 | 2191.97 |         |         |         |         |
| 15 | 2178.82 |         |         |         |         |         |

#### 1.1.4.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2138.88                 | 2165.25 | 2191.97 | 2218.79 | 2245.56 | 2272.00 |
| 1                   | 2151.93                 | 2178.82 | 2205.33 | 2232.07 | 2258.92 | 2285.14 |
| 2                   | 2165.25                 | 2191.97 | 2218.79 | 2245.56 | 2272.00 | 2298.75 |
| 3                   | 2178.82                 | 2205.33 | 2232.07 | 2258.92 | 2285.14 | 2312.19 |
| 4                   | 2191.97                 | 2218.79 | 2245.56 | 2272.00 | 2298.75 | 2325.61 |
| 5                   | 2205.33                 | 2232.07 | 2258.92 | 2285.14 | 2312.19 |         |
| 6                   | 2218.79                 | 2245.56 | 2272.00 | 2298.75 |         |         |
| 7                   | 2232.07                 | 2258.92 | 2285.14 |         |         |         |
| 8                   | 2245.56                 | 2272.00 |         |         |         |         |
| 9                   | 2258.92                 |         |         |         |         |         |

#### 1.1.4.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2298.75                 | 2325.61 | 2352.07 | 2378.71 | 2405.61 | 2432.06 |
| 1                   | 2312.19                 | 2338.80 | 2365.67 |         |         |         |
| 2                   | 2325.61                 | 2352.07 |         |         |         |         |
| 3                   | 2338.80                 |         |         |         |         |         |

#### 1.1.4.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1848.40 |
| 19 jaar  | 1788.76 |
| 18 jaar  | 1728.77 |
| 17 jaar  | 1669.62 |
| 16 jaar  | 1633.80 |

#### 1.1.5. : Minimum Maandloon

In dit minimum maandloon zijn begrepen de conventionele en contractuele premies en overlonen, behalve die voor laattijdige opening van winkels en overuren op zaterdag welke bepaald zijn in de artikelen 2 en 4 van de CAO van 5 november 2002 betreffende premies en overlonen.

| LEEFTIJD        |         |
|-----------------|---------|
| 20 jaar en meer | 1194.83 |

#### 1.1.6. : Bedienden van de zelfbediening en verkoopbedienden van de warenhuizen



De bedienden van de "zelfbediening" waarvan sprake is in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, alsmede het verkooppersoneel van de warenhuizen, genieten na 2 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De bedoelde bedienden die worden aangeworven vanaf 1 april 1993 bekomen na 1 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, in dezelfde voorwaarden.

De opklimming op grond van de anciënniteit wordt, voor elke bediende, op 22 jaar gebracht op het ogenblik van de toekenning van de jaarlijkse verhoging.

Het wegwerken van het verschil tussen de werkelijke anciënniteit te rekenen vanaf de aanvangsleeftijd van de categorie en de baremieke anciënniteit geschiedt eveneens op het ogenblik van de toekenning van de jaarlijkse verhoging, zoals voor de verlenging van de loonschaal.

## **1.2. : Kaderpersoneel**

De loonschalen van de minimum maandlonen van het kaderpersoneel worden vastgesteld zonder rekening te houden met de aanvangsleeftijden

### **1.2.1. : Categorie 5**

#### **1.2.1.1. ANCIENNITEIT: 0 tot 4**

| ERVARING<br>(in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|------------------------|-------------------------|---------|---------|---------|---------|
|                        | Aanvangs-<br>wage       | 1       | 2       | 3       | 4       |
| 0                      | 2087.92                 | 2121.11 | 2154.48 | 2187.69 | 2221.04 |
| 1                      | 2104.55                 | 2137.83 | 2171.15 | 2204.54 | 2237.58 |
| 2                      | 2121.11                 | 2154.48 | 2187.69 | 2221.04 | 2254.13 |
| 3                      | 2137.83                 | 2171.15 | 2204.54 | 2237.58 | 2270.76 |
| 4                      | 2154.48                 | 2187.69 | 2221.04 | 2254.13 | 2287.50 |
| 5                      | 2171.15                 | 2204.54 | 2237.58 | 2270.76 | 2304.17 |
| 6                      | 2187.69                 | 2221.04 | 2254.13 | 2287.50 | 2320.65 |
| 7                      | 2204.54                 | 2237.58 | 2270.76 | 2304.17 | 2337.39 |
| 8                      | 2221.04                 | 2254.13 | 2287.50 | 2320.65 | 2354.09 |
| 9                      | 2237.58                 | 2270.76 | 2304.17 | 2337.39 | 2370.65 |
| 10                     | 2254.13                 | 2287.50 | 2320.65 | 2354.09 | 2387.23 |
| 11                     | 2270.76                 | 2304.17 | 2337.39 | 2370.65 | 2403.80 |
| 12                     | 2287.50                 | 2320.65 | 2354.09 | 2387.23 | 2420.36 |
| 13                     | 2304.17                 | 2337.39 | 2370.65 | 2403.80 | 2437.15 |
| 14                     | 2320.65                 | 2354.09 | 2387.23 | 2420.36 | 2453.91 |
| 15                     | 2337.39                 | 2370.65 | 2403.80 | 2437.15 | 2470.51 |
| 16                     | 2354.09                 | 2387.23 | 2420.36 | 2453.91 | 2487.03 |
| 17                     | 2370.65                 | 2403.80 | 2437.15 | 2470.51 |         |
| 18                     | 2387.23                 | 2420.36 | 2453.91 |         |         |
| 19                     | 2403.80                 | 2437.15 |         |         |         |
| 20                     | 2420.36                 |         |         |         |         |

#### **1.2.1.2. ANCIENNITEIT: 5 tot 10**

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 2254.13                 | 2287.50 | 2320.65 | 2354.09 | 2387.23 | 2420.36 |
| 1                          | 2270.76                 | 2304.17 | 2337.39 | 2370.65 | 2403.80 | 2437.15 |
| 2                          | 2287.50                 | 2320.65 | 2354.09 | 2387.23 | 2420.36 | 2453.91 |
| 3                          | 2304.17                 | 2337.39 | 2370.65 | 2403.80 | 2437.15 | 2470.51 |
| 4                          | 2320.65                 | 2354.09 | 2387.23 | 2420.36 | 2453.91 | 2487.03 |
| 5                          | 2337.39                 | 2370.65 | 2403.80 | 2437.15 | 2470.51 | 2503.87 |
| 6                          | 2354.09                 | 2387.23 | 2420.36 | 2453.91 | 2487.03 | 2520.50 |
| 7                          | 2370.65                 | 2403.80 | 2437.15 | 2470.51 | 2503.87 | 2537.22 |
| 8                          | 2387.23                 | 2420.36 | 2453.91 | 2487.03 | 2520.50 | 2553.76 |
| 9                          | 2403.80                 | 2437.15 | 2470.51 | 2503.87 | 2537.22 | 2570.27 |
| 10                         | 2420.36                 | 2453.91 | 2487.03 | 2520.50 | 2553.76 | 2586.78 |
| 11                         | 2437.15                 | 2470.51 | 2503.87 | 2537.22 | 2570.27 |         |
| 12                         | 2453.91                 | 2487.03 | 2520.50 | 2553.76 |         |         |
| 13                         | 2470.51                 | 2503.87 | 2537.22 |         |         |         |
| 14                         | 2487.03                 | 2520.50 |         |         |         |         |
| 15                         | 2503.87                 |         |         |         |         |         |

#### 1.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 2453.91                 | 2487.03 | 2520.50 | 2553.76 | 2586.78 | 2620.31 |
| 1                          | 2470.51                 | 2503.87 | 2537.22 | 2570.27 | 2603.54 | 2636.88 |
| 2                          | 2487.03                 | 2520.50 | 2553.76 | 2586.78 | 2620.31 | 2653.44 |
| 3                          | 2503.87                 | 2537.22 | 2570.27 | 2603.54 | 2636.88 | 2670.02 |
| 4                          | 2520.50                 | 2553.76 | 2586.78 | 2620.31 | 2653.44 | 2686.75 |
| 5                          | 2537.22                 | 2570.27 | 2603.54 | 2636.88 | 2670.02 |         |
| 6                          | 2553.76                 | 2586.78 | 2620.31 | 2653.44 |         |         |
| 7                          | 2570.27                 | 2603.54 | 2636.88 |         |         |         |
| 8                          | 2586.78                 | 2620.31 |         |         |         |         |
| 9                          | 2603.54                 |         |         |         |         |         |

#### 1.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 2653.44                 | 2686.75 | 2720.20 | 2753.25 | 2786.60 | 2820.06 |
| 1                          | 2670.02                 | 2703.50 | 2736.72 |         |         |         |
| 2                          | 2686.75                 | 2720.20 |         |         |         |         |
| 3                          | 2703.50                 |         |         |         |         |         |

### 1.2.2. : Categorie 6

#### 1.2.2.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 2331.52                 | 2370.61 | 2409.79 | 2448.78 | 2487.81 |
| 1                   | 2351.04                 | 2390.31 | 2429.37 | 2468.38 | 2507.38 |
| 2                   | 2370.61                 | 2409.79 | 2448.78 | 2487.81 | 2526.97 |
| 3                   | 2390.31                 | 2429.37 | 2468.38 | 2507.38 | 2546.57 |
| 4                   | 2409.79                 | 2448.78 | 2487.81 | 2526.97 | 2566.18 |
| 5                   | 2429.37                 | 2468.38 | 2507.38 | 2546.57 | 2585.86 |
| 6                   | 2448.78                 | 2487.81 | 2526.97 | 2566.18 | 2605.36 |
| 7                   | 2468.38                 | 2507.38 | 2546.57 | 2585.86 | 2624.97 |
| 8                   | 2487.81                 | 2526.97 | 2566.18 | 2605.36 | 2644.51 |
| 9                   | 2507.38                 | 2546.57 | 2585.86 | 2624.97 | 2664.09 |
| 10                  | 2526.97                 | 2566.18 | 2605.36 | 2644.51 | 2683.61 |
| 11                  | 2546.57                 | 2585.86 | 2624.97 | 2664.09 | 2703.14 |
| 12                  | 2566.18                 | 2605.36 | 2644.51 | 2683.61 | 2722.71 |
| 13                  | 2585.86                 | 2624.97 | 2664.09 | 2703.14 | 2742.35 |
| 14                  | 2605.36                 | 2644.51 | 2683.61 | 2722.71 | 2761.85 |
| 15                  | 2624.97                 | 2664.09 | 2703.14 | 2742.35 | 2781.44 |
| 16                  | 2644.51                 | 2683.61 | 2722.71 | 2761.85 | 2801.02 |
| 17                  | 2664.09                 | 2703.14 | 2742.35 | 2781.44 |         |
| 18                  | 2683.61                 | 2722.71 | 2761.85 |         |         |
| 19                  | 2703.14                 | 2742.35 |         |         |         |
| 20                  | 2722.71                 |         |         |         |         |

### 1.2.2.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 2526.97                 | 2566.18 | 2605.36 | 2644.51 | 2683.61 | 2722.71 |
| 1                   | 2546.57                 | 2585.86 | 2624.97 | 2664.09 | 2703.14 | 2742.35 |
| 2                   | 2566.18                 | 2605.36 | 2644.51 | 2683.61 | 2722.71 | 2761.85 |
| 3                   | 2585.86                 | 2624.97 | 2664.09 | 2703.14 | 2742.35 | 2781.44 |
| 4                   | 2605.36                 | 2644.51 | 2683.61 | 2722.71 | 2761.85 | 2801.02 |
| 5                   | 2624.97                 | 2664.09 | 2703.14 | 2742.35 | 2781.44 | 2820.56 |
| 6                   | 2644.51                 | 2683.61 | 2722.71 | 2761.85 | 2801.02 | 2840.16 |
| 7                   | 2664.09                 | 2703.14 | 2742.35 | 2781.44 | 2820.56 | 2859.68 |
| 8                   | 2683.61                 | 2722.71 | 2761.85 | 2801.02 | 2840.16 | 2879.15 |
| 9                   | 2703.14                 | 2742.35 | 2781.44 | 2820.56 | 2859.68 | 2898.73 |
| 10                  | 2722.71                 | 2761.85 | 2801.02 | 2840.16 | 2879.15 | 2918.26 |
| 11                  | 2742.35                 | 2781.44 | 2820.56 | 2859.68 | 2898.73 |         |
| 12                  | 2761.85                 | 2801.02 | 2840.16 | 2879.15 |         |         |
| 13                  | 2781.44                 | 2820.56 | 2859.68 |         |         |         |
| 14                  | 2801.02                 | 2840.16 |         |         |         |         |
| 15                  | 2820.56                 |         |         |         |         |         |

### 1.2.2.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2761.85                 | 2801.02 | 2840.16 | 2879.15 | 2918.26 | 2957.37 |
| 1                   | 2781.44                 | 2820.56 | 2859.68 | 2898.73 | 2937.82 | 2976.97 |
| 2                   | 2801.02                 | 2840.16 | 2879.15 | 2918.26 | 2957.37 | 2996.46 |
| 3                   | 2820.56                 | 2859.68 | 2898.73 | 2937.82 | 2976.97 | 3015.99 |
| 4                   | 2840.16                 | 2879.15 | 2918.26 | 2957.37 | 2996.46 | 3035.52 |
| 5                   | 2859.68                 | 2898.73 | 2937.82 | 2976.97 | 3015.99 |         |
| 6                   | 2879.15                 | 2918.26 | 2957.37 | 2996.46 |         |         |
| 7                   | 2898.73                 | 2937.82 | 2976.97 |         |         |         |
| 8                   | 2918.26                 | 2957.37 |         |         |         |         |
| 9                   | 2937.82                 |         |         |         |         |         |

### 1.2.2.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2996.46                 | 3035.52 | 3074.73 | 3113.86 | 3152.37 | 3190.75 |
| 1                   | 3015.99                 | 3055.12 | 3094.36 |         |         |         |
| 2                   | 3035.52                 | 3074.73 |         |         |         |         |
| 3                   | 3055.12                 |         |         |         |         |         |

## 1.2.3. : Categorie 7

### 1.2.3.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 2660.04                 | 2707.01 | 2754.34 | 2801.43 | 2848.51 |
| 1                   | 2683.63                 | 2730.69 | 2777.84 | 2825.01 | 2872.25 |
| 2                   | 2707.01                 | 2754.34 | 2801.43 | 2848.51 | 2895.78 |
| 3                   | 2730.69                 | 2777.84 | 2825.01 | 2872.25 | 2919.28 |
| 4                   | 2754.34                 | 2801.43 | 2848.51 | 2895.78 | 2942.73 |
| 5                   | 2777.84                 | 2825.01 | 2872.25 | 2919.28 | 2966.27 |
| 6                   | 2801.43                 | 2848.51 | 2895.78 | 2942.73 | 2989.83 |
| 7                   | 2825.01                 | 2872.25 | 2919.28 | 2966.27 | 3013.50 |
| 8                   | 2848.51                 | 2895.78 | 2942.73 | 2989.83 | 3037.01 |
| 9                   | 2872.25                 | 2919.28 | 2966.27 | 3013.50 | 3060.48 |
| 10                  | 2895.78                 | 2942.73 | 2989.83 | 3037.01 | 3084.05 |
| 11                  | 2919.28                 | 2966.27 | 3013.50 | 3060.48 | 3107.58 |
| 12                  | 2942.73                 | 2989.83 | 3037.01 | 3084.05 | 3130.77 |
| 13                  | 2966.27                 | 3013.50 | 3060.48 | 3107.58 | 3153.88 |
| 14                  | 2989.83                 | 3037.01 | 3084.05 | 3130.77 | 3176.94 |
| 15                  | 3013.50                 | 3060.48 | 3107.58 | 3153.88 | 3200.17 |
| 16                  | 3037.01                 | 3084.05 | 3130.77 | 3176.94 | 3223.19 |
| 17                  | 3060.48                 | 3107.58 | 3153.88 | 3200.17 |         |

|    |         |         |         |  |  |
|----|---------|---------|---------|--|--|
| 18 | 3084.05 | 3130.77 | 3176.94 |  |  |
| 19 | 3107.58 | 3153.88 |         |  |  |
| 20 | 3130.77 |         |         |  |  |

### 1.2.3.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 2895.78                 | 2942.73 | 2989.83 | 3037.01 | 3084.05 | 3130.77 |
| 1                   | 2919.28                 | 2966.27 | 3013.50 | 3060.48 | 3107.58 | 3153.88 |
| 2                   | 2942.73                 | 2989.83 | 3037.01 | 3084.05 | 3130.77 | 3176.94 |
| 3                   | 2966.27                 | 3013.50 | 3060.48 | 3107.58 | 3153.88 | 3200.17 |
| 4                   | 2989.83                 | 3037.01 | 3084.05 | 3130.77 | 3176.94 | 3223.19 |
| 5                   | 3013.50                 | 3060.48 | 3107.58 | 3153.88 | 3200.17 | 3246.42 |
| 6                   | 3037.01                 | 3084.05 | 3130.77 | 3176.94 | 3223.19 | 3269.48 |
| 7                   | 3060.48                 | 3107.58 | 3153.88 | 3200.17 | 3246.42 | 3292.46 |
| 8                   | 3084.05                 | 3130.77 | 3176.94 | 3223.19 | 3269.48 | 3315.42 |
| 9                   | 3107.58                 | 3153.88 | 3200.17 | 3246.42 | 3292.46 | 3338.53 |
| 10                  | 3130.77                 | 3176.94 | 3223.19 | 3269.48 | 3315.42 | 3361.73 |
| 11                  | 3153.88                 | 3200.17 | 3246.42 | 3292.46 | 3338.53 |         |
| 12                  | 3176.94                 | 3223.19 | 3269.48 | 3315.42 |         |         |
| 13                  | 3200.17                 | 3246.42 | 3292.46 |         |         |         |
| 14                  | 3223.19                 | 3269.48 |         |         |         |         |
| 15                  | 3246.42                 |         |         |         |         |         |

### 1.2.3.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 3176.94                 | 3223.19 | 3269.48 | 3315.42 | 3361.73 | 3407.76 |
| 1                   | 3200.17                 | 3246.42 | 3292.46 | 3338.53 | 3384.65 | 3430.83 |
| 2                   | 3223.19                 | 3269.48 | 3315.42 | 3361.73 | 3407.76 | 3454.08 |
| 3                   | 3246.42                 | 3292.46 | 3338.53 | 3384.65 | 3430.83 | 3477.18 |
| 4                   | 3269.48                 | 3315.42 | 3361.73 | 3407.76 | 3454.08 | 3500.28 |
| 5                   | 3292.46                 | 3338.53 | 3384.65 | 3430.83 | 3477.18 |         |
| 6                   | 3315.42                 | 3361.73 | 3407.76 | 3454.08 |         |         |
| 7                   | 3338.53                 | 3384.65 | 3430.83 |         |         |         |
| 8                   | 3361.73                 | 3407.76 |         |         |         |         |
| 9                   | 3384.65                 |         |         |         |         |         |

### 1.2.3.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 3454.08                 | 3500.28 | 3546.26 | 3592.52 | 3638.61 | 3684.88 |
| 1                   | 3477.18                 | 3523.27 | 3569.44 |         |         |         |
| 2                   | 3500.28                 | 3546.26 |         |         |         |         |
| 3                   | 3523.27                 |         |         |         |         |         |

## 2. LOONSCHALEN: Werklieden - Algemeen

### Uurlonen

De opklimming in de uurloonschalen van de werklieden vangt aan op het ogenblik dat de werklieden de leeftijd van éérentwintig jaar hebben bereikt

#### 2.1. LEEFTIJD: 21 jaar of meer

##### 2.1.1. ANCIENNITEIT: 0 tot 4

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 1         | 11.4985                 | 11.5200 | 11.5493 | 11.5832 | 11.6218 |
| 2         | 11.9284                 | 11.9610 | 11.9978 | 12.0255 | 12.0563 |
| 3         | 12.4955                 | 12.5311 | 12.5803 | 12.6187 | 12.6529 |

##### 2.1.2. ANCIENNITEIT: 5 tot 9

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | 5                       | 6       | 7       | 8       | 9       |
| 1         | 11.6510                 | 11.6787 | 11.7050 | 11.7296 | 11.7650 |
| 2         | 12.0902                 | 12.1273 | 12.1581 | 12.1855 | 12.2164 |
| 3         | 12.7022                 | 12.7359 | 12.7915 | 12.8313 | 12.8701 |

##### 2.1.3. ANCIENNITEIT: 10 tot 14

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | 10                      | 11      | 12      | 13      | 14      |
| 1         | 11.8081                 | 11.8407 | 11.8668 | 11.8990 | 11.9284 |
| 2         | 12.2458                 | 12.2844 | 12.3123 | 12.3414 | 12.3737 |
| 3         | 12.9225                 | 12.9532 | 13.0010 | 13.0459 | 13.0936 |

##### 2.1.4. ANCIENNITEIT: 15 tot 20

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|---------|
|           | 15                      | 16      | 17      | 18      | 19      | 20      |
| 1         | 11.9639                 | 11.9903 | 12.0240 | 12.0548 | 12.0886 | 12.1226 |
| 2         | 12.4092                 | 12.4432 | 12.4769 | 12.5003 | 12.5295 | 12.5527 |
| 3         | 13.1366                 | 13.1782 | 13.2246 | 13.2720 | 13.3092 | 13.3494 |

#### 2.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD | CATEGORIE |         |         |
|----------|-----------|---------|---------|
|          | 1         | 2       | 3       |
| 20 jaar  | 11.4985   | 11.9284 | 12.4955 |
| 19 jaar  | 11.4985   | 11.9284 | 12.4955 |
| 18 jaar  | 11.4985   | 11.9284 | 12.4955 |
| 17 jaar  | 10.5827   | 10.7893 | 11.2903 |
| 16 jaar  | 10.1359   | 10.5497 | 10.8410 |

### 3. LOONSCHALEN: Bedienden - Carrefour

#### Maandlonen

De bediende die naar een hogere categorie overgaat, geniet integraal de loonschaal van de categorie waarin hij wordt ondergebracht met ingang van de datum van zijn bevordering, rekening houdend met de normale aanvangsleeftijd van deze categorie.

In geval van onmiddellijke bevordering van een basisbediende van de zelfbediening, zoals is bepaald in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, tot een functie van de vijfde categorie, gebeurt de overgang naar de loonschaal van de vijfde categorie als volgt : onmiddellijke toekenning van 50 pct. van het verschil tussen het vorige loonschaalniveau van de betrokkene en het nieuwe loonschaalniveau van de vijfde categorie; het toekennen van de overige 50 pct. wordt gespreid over vier jaar.

#### 3.1. : Ondergeschikte bedienden

##### 3.1.1. : Categorie 1

Aanvangsleeftijd voor categorie 1 : 21 jaar

##### 3.1.1.1. LEEFTIJD: 21 jaar of meer

##### 3.1.1.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 1566.72                 | 1579.52 | 1592.39 | 1605.56 | 1618.46 |
| 1                       | 1573.01                 | 1585.96 | 1599.11 | 1611.80 | 1624.86 |
| 2                       | 1579.52                 | 1592.39 | 1605.56 | 1618.46 | 1631.21 |
| 3                       | 1585.96                 | 1599.11 | 1611.80 | 1624.86 | 1637.62 |
| 4                       | 1592.39                 | 1605.56 | 1618.46 | 1631.21 | 1644.13 |
| 5                       | 1599.11                 | 1611.80 | 1624.86 | 1637.62 | 1650.54 |
| 6                       | 1605.56                 | 1618.46 | 1631.21 | 1644.13 | 1657.22 |
| 7                       | 1611.80                 | 1624.86 | 1637.62 | 1650.54 | 1658.46 |
| 8                       | 1618.46                 | 1631.21 | 1644.13 | 1657.22 | 1658.46 |
| 9                       | 1624.86                 | 1637.62 | 1650.54 | 1658.46 | 1658.46 |
| 10                      | 1631.21                 | 1644.13 | 1657.22 | 1658.46 | 1658.46 |
| 11                      | 1637.62                 | 1650.54 | 1658.46 | 1658.46 | 1661.35 |
| 12                      | 1644.13                 | 1657.22 | 1658.46 | 1658.46 | 1667.24 |
| 13                      | 1650.54                 | 1658.46 | 1658.46 | 1661.35 | 1672.97 |
| 14                      | 1657.22                 | 1658.46 | 1658.46 | 1667.24 | 1678.59 |
| 15                      | 1658.46                 | 1658.46 | 1661.35 | 1672.97 | 1684.28 |
| 16                      | 1658.46                 | 1658.46 | 1667.24 | 1678.59 | 1690.13 |
| 17                      | 1658.46                 | 1661.35 | 1672.97 | 1684.28 |         |
| 18                      | 1658.46                 | 1667.24 | 1678.59 |         |         |
| 19                      | 1661.35                 | 1672.97 |         |         |         |
| 20                      | 1667.24                 |         |         |         |         |

##### 3.1.1.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |   |   |   |   |    |
|----------------------------|-------------------------|---|---|---|---|----|
|                            | 5                       | 6 | 7 | 8 | 9 | 10 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 0  | 1631.21 | 1644.13 | 1657.22 | 1658.46 | 1658.46 | 1667.24 |
| 1  | 1637.62 | 1650.54 | 1658.46 | 1658.46 | 1661.35 | 1672.97 |
| 2  | 1644.13 | 1657.22 | 1658.46 | 1658.46 | 1667.24 | 1678.59 |
| 3  | 1650.54 | 1658.46 | 1658.46 | 1661.35 | 1672.97 | 1684.28 |
| 4  | 1657.22 | 1658.46 | 1658.46 | 1667.24 | 1678.59 | 1690.13 |
| 5  | 1658.46 | 1658.46 | 1661.35 | 1672.97 | 1684.28 | 1695.72 |
| 6  | 1658.46 | 1658.46 | 1667.24 | 1678.59 | 1690.13 | 1701.48 |
| 7  | 1658.46 | 1661.35 | 1672.97 | 1684.28 | 1695.72 | 1707.25 |
| 8  | 1658.46 | 1667.24 | 1678.59 | 1690.13 | 1701.48 | 1713.02 |
| 9  | 1661.35 | 1672.97 | 1684.28 | 1695.72 | 1707.25 | 1718.72 |
| 10 | 1667.24 | 1678.59 | 1690.13 | 1701.48 | 1713.02 | 1724.59 |
| 11 | 1672.97 | 1684.28 | 1695.72 | 1707.25 | 1718.72 |         |
| 12 | 1678.59 | 1690.13 | 1701.48 | 1713.02 |         |         |
| 13 | 1684.28 | 1695.72 | 1707.25 |         |         |         |
| 14 | 1690.13 | 1701.48 |         |         |         |         |
| 15 | 1695.72 |         |         |         |         |         |

### 3.1.1.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 1678.59                 | 1690.13 | 1701.48 | 1713.02 | 1724.59 | 1736.10 |
| 1                          | 1684.28                 | 1695.72 | 1707.25 | 1718.72 | 1730.32 | 1741.69 |
| 2                          | 1690.13                 | 1701.48 | 1713.02 | 1724.59 | 1736.10 | 1747.56 |
| 3                          | 1695.72                 | 1707.25 | 1718.72 | 1730.32 | 1741.69 | 1753.46 |
| 4                          | 1701.48                 | 1713.02 | 1724.59 | 1736.10 | 1747.56 | 1758.87 |
| 5                          | 1707.25                 | 1718.72 | 1730.32 | 1741.69 | 1753.46 |         |
| 6                          | 1713.02                 | 1724.59 | 1736.10 | 1747.56 |         |         |
| 7                          | 1718.72                 | 1730.32 | 1741.69 |         |         |         |
| 8                          | 1724.59                 | 1736.10 |         |         |         |         |
| 9                          | 1730.32                 |         |         |         |         |         |

### 3.1.1.1.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 1747.56                 | 1758.87 | 1770.48 | 1781.89 | 1793.52 | 1804.91 |
| 1                          | 1753.46                 | 1764.90 | 1776.26 |         |         |         |
| 2                          | 1758.87                 | 1770.48 |         |         |         |         |
| 3                          | 1764.90                 |         |         |         |         |         |

### 3.1.1.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1566.72 |
| 19 jaar  | 1516.21 |
| 18 jaar  | 1466.28 |
| 17 jaar  | 1416.06 |
| 16 jaar  | 1366.21 |



### 3.1.2. : Categorie 2

Aanvangsleeftijd voor categorie 2 : 21 jaar

De andere bedienden dan de bedienden van de zelfbediening en dan de verkoopbedienden van de warenhuizen en die meer dan zes maanden ervaring hebben in de onderneming in een functie van de tweede categorie, genieten de minimum loonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De opklimming op grond van de anciënniteit wordt gebracht op 22 jaar, volgens de modaliteiten hierboven vastgesteld.

#### 3.1.2.1. LEEFTIJD: 21 jaar of meer

##### 3.1.2.1.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 1653.96                 | 1658.46 | 1663.31 | 1680.43 | 1697.08 |
| 1                   | 1658.46                 | 1658.46 | 1671.80 | 1688.66 | 1705.15 |
| 2                   | 1658.46                 | 1663.31 | 1680.43 | 1697.08 | 1713.70 |
| 3                   | 1658.46                 | 1671.80 | 1688.66 | 1705.15 | 1722.14 |
| 4                   | 1663.31                 | 1680.43 | 1697.08 | 1713.70 | 1730.39 |
| 5                   | 1671.80                 | 1688.66 | 1705.15 | 1722.14 | 1738.78 |
| 6                   | 1680.43                 | 1697.08 | 1713.70 | 1730.39 | 1747.22 |
| 7                   | 1688.66                 | 1705.15 | 1722.14 | 1738.78 | 1755.56 |
| 8                   | 1697.08                 | 1713.70 | 1730.39 | 1747.22 | 1763.93 |
| 9                   | 1705.15                 | 1722.14 | 1738.78 | 1755.56 | 1772.37 |
| 10                  | 1713.70                 | 1730.39 | 1747.22 | 1763.93 | 1780.76 |
| 11                  | 1722.14                 | 1738.78 | 1755.56 | 1772.37 | 1789.14 |
| 12                  | 1730.39                 | 1747.22 | 1763.93 | 1780.76 | 1797.44 |
| 13                  | 1738.78                 | 1755.56 | 1772.37 | 1789.14 | 1806.12 |
| 14                  | 1747.22                 | 1763.93 | 1780.76 | 1797.44 | 1814.04 |
| 15                  | 1755.56                 | 1772.37 | 1789.14 | 1806.12 | 1822.42 |
| 16                  | 1763.93                 | 1780.76 | 1797.44 | 1814.04 | 1830.97 |
| 17                  | 1772.37                 | 1789.14 | 1806.12 | 1822.42 |         |
| 18                  | 1780.76                 | 1797.44 | 1814.04 |         |         |
| 19                  | 1789.14                 | 1806.12 |         |         |         |
| 20                  | 1797.44                 |         |         |         |         |

##### 3.1.2.1.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 1713.70                 | 1730.39 | 1747.22 | 1763.93 | 1780.76 | 1797.44 |
| 1                   | 1722.14                 | 1738.78 | 1755.56 | 1772.37 | 1789.14 | 1806.12 |
| 2                   | 1730.39                 | 1747.22 | 1763.93 | 1780.76 | 1797.44 | 1814.04 |
| 3                   | 1738.78                 | 1755.56 | 1772.37 | 1789.14 | 1806.12 | 1822.42 |
| 4                   | 1747.22                 | 1763.93 | 1780.76 | 1797.44 | 1814.04 | 1830.97 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 5  | 1755.56 | 1772.37 | 1789.14 | 1806.12 | 1822.42 | 1839.39 |
| 6  | 1763.93 | 1780.76 | 1797.44 | 1814.04 | 1830.97 | 1847.55 |
| 7  | 1772.37 | 1789.14 | 1806.12 | 1822.42 | 1839.39 | 1855.96 |
| 8  | 1780.76 | 1797.44 | 1814.04 | 1830.97 | 1847.55 | 1864.53 |
| 9  | 1789.14 | 1806.12 | 1822.42 | 1839.39 | 1855.96 | 1872.80 |
| 10 | 1797.44 | 1814.04 | 1830.97 | 1847.55 | 1864.53 | 1881.07 |
| 11 | 1806.12 | 1822.42 | 1839.39 | 1855.96 | 1872.80 |         |
| 12 | 1814.04 | 1830.97 | 1847.55 | 1864.53 |         |         |
| 13 | 1822.42 | 1839.39 | 1855.96 |         |         |         |
| 14 | 1830.97 | 1847.55 |         |         |         |         |
| 15 | 1839.39 |         |         |         |         |         |

### 3.1.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 1814.04                 | 1830.97 | 1847.55 | 1864.53 | 1881.07 | 1898.16 |
| 1                   | 1822.42                 | 1839.39 | 1855.96 | 1872.80 | 1889.43 | 1906.26 |
| 2                   | 1830.97                 | 1847.55 | 1864.53 | 1881.07 | 1898.16 | 1914.63 |
| 3                   | 1839.39                 | 1855.96 | 1872.80 | 1889.43 | 1906.26 | 1922.99 |
| 4                   | 1847.55                 | 1864.53 | 1881.07 | 1898.16 | 1914.63 | 1931.23 |
| 5                   | 1855.96                 | 1872.80 | 1889.43 | 1906.26 | 1922.99 |         |
| 6                   | 1864.53                 | 1881.07 | 1898.16 | 1914.63 |         |         |
| 7                   | 1872.80                 | 1889.43 | 1906.26 |         |         |         |
| 8                   | 1881.07                 | 1898.16 |         |         |         |         |
| 9                   | 1889.43                 |         |         |         |         |         |

### 3.1.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 1914.63                 | 1931.23 | 1948.22 | 1965.01 | 1981.73 | 1998.18 |
| 1                   | 1922.99                 | 1939.70 | 1956.67 |         |         |         |
| 2                   | 1931.23                 | 1948.22 |         |         |         |         |
| 3                   | 1939.70                 |         |         |         |         |         |

### 3.1.2.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1653.96 |
| 19 jaar  | 1599.41 |
| 18 jaar  | 1545.21 |
| 17 jaar  | 1490.38 |
| 16 jaar  | 1436.17 |

### 3.1.3. : Categorie 3

Aanvangsleeftijd voor categorie 3 : 21 jaar

#### 3.1.3.1. LEEFTIJD: 21 jaar of meer

### 3.1.3.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 1728.76                 | 1752.13 | 1775.47 | 1799.15 | 1822.42 |
| 1                       | 1740.58                 | 1763.93 | 1787.38 | 1810.76 | 1834.31 |
| 2                       | 1752.13                 | 1775.47 | 1799.15 | 1822.42 | 1846.07 |
| 3                       | 1763.93                 | 1787.38 | 1810.76 | 1834.31 | 1857.70 |
| 4                       | 1775.47                 | 1799.15 | 1822.42 | 1846.07 | 1869.55 |
| 5                       | 1787.38                 | 1810.76 | 1834.31 | 1857.70 | 1881.07 |
| 6                       | 1799.15                 | 1822.42 | 1846.07 | 1869.55 | 1892.95 |
| 7                       | 1810.76                 | 1834.31 | 1857.70 | 1881.07 | 1904.53 |
| 8                       | 1822.42                 | 1846.07 | 1869.55 | 1892.95 | 1916.47 |
| 9                       | 1834.31                 | 1857.70 | 1881.07 | 1904.53 | 1928.09 |
| 10                      | 1846.07                 | 1869.55 | 1892.95 | 1916.47 | 1939.70 |
| 11                      | 1857.70                 | 1881.07 | 1904.53 | 1928.09 | 1951.63 |
| 12                      | 1869.55                 | 1892.95 | 1916.47 | 1939.70 | 1963.10 |
| 13                      | 1881.07                 | 1904.53 | 1928.09 | 1951.63 | 1975.00 |
| 14                      | 1892.95                 | 1916.47 | 1939.70 | 1963.10 | 1986.77 |
| 15                      | 1904.53                 | 1928.09 | 1951.63 | 1975.00 | 1998.37 |
| 16                      | 1916.47                 | 1939.70 | 1963.10 | 1986.77 | 2010.24 |
| 17                      | 1928.09                 | 1951.63 | 1975.00 | 1998.37 |         |
| 18                      | 1939.70                 | 1963.10 | 1986.77 |         |         |
| 19                      | 1951.63                 | 1975.00 |         |         |         |
| 20                      | 1963.10                 |         |         |         |         |

### 3.1.3.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1846.07                 | 1869.55 | 1892.95 | 1916.47 | 1939.70 | 1963.10 |
| 1                          | 1857.70                 | 1881.07 | 1904.53 | 1928.09 | 1951.63 | 1975.00 |
| 2                          | 1869.55                 | 1892.95 | 1916.47 | 1939.70 | 1963.10 | 1986.77 |
| 3                          | 1881.07                 | 1904.53 | 1928.09 | 1951.63 | 1975.00 | 1998.37 |
| 4                          | 1892.95                 | 1916.47 | 1939.70 | 1963.10 | 1986.77 | 2010.24 |
| 5                          | 1904.53                 | 1928.09 | 1951.63 | 1975.00 | 1998.37 | 2022.12 |
| 6                          | 1916.47                 | 1939.70 | 1963.10 | 1986.77 | 2010.24 | 2034.17 |
| 7                          | 1928.09                 | 1951.63 | 1975.00 | 1998.37 | 2022.12 | 2046.14 |
| 8                          | 1939.70                 | 1963.10 | 1986.77 | 2010.24 | 2034.17 | 2058.12 |
| 9                          | 1951.63                 | 1975.00 | 1998.37 | 2022.12 | 2046.14 | 2069.97 |
| 10                         | 1963.10                 | 1986.77 | 2010.24 | 2034.17 | 2058.12 | 2082.11 |
| 11                         | 1975.00                 | 1998.37 | 2022.12 | 2046.14 | 2069.97 |         |
| 12                         | 1986.77                 | 2010.24 | 2034.17 | 2058.12 |         |         |
| 13                         | 1998.37                 | 2022.12 | 2046.14 |         |         |         |
| 14                         | 2010.24                 | 2034.17 |         |         |         |         |
| 15                         | 2022.12                 |         |         |         |         |         |

### 3.1.3.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 1986.77                 | 2010.24 | 2034.17 | 2058.12 | 2082.11 | 2105.96 |
| 1                          | 1998.37                 | 2022.12 | 2046.14 | 2069.97 | 2093.82 | 2117.87 |
| 2                          | 2010.24                 | 2034.17 | 2058.12 | 2082.11 | 2105.96 | 2129.64 |
| 3                          | 2022.12                 | 2046.14 | 2069.97 | 2093.82 | 2117.87 | 2141.84 |
| 4                          | 2034.17                 | 2058.12 | 2082.11 | 2105.96 | 2129.64 | 2153.67 |
| 5                          | 2046.14                 | 2069.97 | 2093.82 | 2117.87 | 2141.84 |         |
| 6                          | 2058.12                 | 2082.11 | 2105.96 | 2129.64 |         |         |
| 7                          | 2069.97                 | 2093.82 | 2117.87 |         |         |         |
| 8                          | 2082.11                 | 2105.96 |         |         |         |         |
| 9                          | 2093.82                 |         |         |         |         |         |

### 3.1.3.1.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 2129.64                 | 2153.67 | 2177.77 | 2201.43 | 2225.49 | 2249.48 |
| 1                          | 2141.84                 | 2165.63 | 2189.42 |         |         |         |
| 2                          | 2153.67                 | 2177.77 |         |         |         |         |
| 3                          | 2165.63                 |         |         |         |         |         |

### 3.1.3.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1728.76 |
| 19 jaar  | 1675.10 |
| 18 jaar  | 1646.62 |
| 17 jaar  | 1586.48 |
| 16 jaar  | 1526.12 |

### 3.1.4. : Categorie 4

Aanvangsleeftijd voor categorie 4 : 22 jaar

#### 3.1.4.1. LEEFTIJD: 21 jaar of meer

##### 3.1.4.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 1841.08                 | 1867.22 | 1893.47 | 1919.65 | 1945.60 |
| 1                       | 1854.22                 | 1880.42 | 1906.58 | 1932.61 | 1958.86 |
| 2                       | 1867.22                 | 1893.47 | 1919.65 | 1945.60 | 1972.05 |
| 3                       | 1880.42                 | 1906.58 | 1932.61 | 1958.86 | 1985.02 |
| 4                       | 1893.47                 | 1919.65 | 1945.60 | 1972.05 | 1998.04 |
| 5                       | 1906.58                 | 1932.61 | 1958.86 | 1985.02 | 2011.33 |
| 6                       | 1919.65                 | 1945.60 | 1972.05 | 1998.04 | 2024.66 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 7  | 1932.61 | 1958.86 | 1985.02 | 2011.33 | 2038.07 |
| 8  | 1945.60 | 1972.05 | 1998.04 | 2024.66 | 2051.28 |
| 9  | 1958.86 | 1985.02 | 2011.33 | 2038.07 | 2064.67 |
| 10 | 1972.05 | 1998.04 | 2024.66 | 2051.28 | 2077.92 |
| 11 | 1985.02 | 2011.33 | 2038.07 | 2064.67 | 2091.51 |
| 12 | 1998.04 | 2024.66 | 2051.28 | 2077.92 | 2104.48 |
| 13 | 2011.33 | 2038.07 | 2064.67 | 2091.51 | 2117.93 |
| 14 | 2024.66 | 2051.28 | 2077.92 | 2104.48 | 2131.56 |
| 15 | 2038.07 | 2064.67 | 2091.51 | 2117.93 | 2144.61 |
| 16 | 2051.28 | 2077.92 | 2104.48 | 2131.56 | 2157.92 |
| 17 | 2064.67 | 2091.51 | 2117.93 | 2144.61 |         |
| 18 | 2077.92 | 2104.48 | 2131.56 |         |         |
| 19 | 2091.51 | 2117.93 |         |         |         |
| 20 | 2104.48 |         |         |         |         |

### 3.1.4.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 1972.05                 | 1998.04 | 2024.66 | 2051.28 | 2077.92 | 2104.48 |
| 1                          | 1985.02                 | 2011.33 | 2038.07 | 2064.67 | 2091.51 | 2117.93 |
| 2                          | 1998.04                 | 2024.66 | 2051.28 | 2077.92 | 2104.48 | 2131.56 |
| 3                          | 2011.33                 | 2038.07 | 2064.67 | 2091.51 | 2117.93 | 2144.61 |
| 4                          | 2024.66                 | 2051.28 | 2077.92 | 2104.48 | 2131.56 | 2157.92 |
| 5                          | 2038.07                 | 2064.67 | 2091.51 | 2117.93 | 2144.61 | 2171.50 |
| 6                          | 2051.28                 | 2077.92 | 2104.48 | 2131.56 | 2157.92 | 2184.65 |
| 7                          | 2064.67                 | 2091.51 | 2117.93 | 2144.61 | 2171.50 | 2198.01 |
| 8                          | 2077.92                 | 2104.48 | 2131.56 | 2157.92 | 2184.65 | 2211.46 |
| 9                          | 2091.51                 | 2117.93 | 2144.61 | 2171.50 | 2198.01 | 2224.74 |
| 10                         | 2104.48                 | 2131.56 | 2157.92 | 2184.65 | 2211.46 | 2238.24 |
| 11                         | 2117.93                 | 2144.61 | 2171.50 | 2198.01 | 2224.74 |         |
| 12                         | 2131.56                 | 2157.92 | 2184.65 | 2211.46 |         |         |
| 13                         | 2144.61                 | 2171.50 | 2198.01 |         |         |         |
| 14                         | 2157.92                 | 2184.65 |         |         |         |         |
| 15                         | 2171.50                 |         |         |         |         |         |

### 3.1.4.1.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 2131.56                 | 2157.92 | 2184.65 | 2211.46 | 2238.24 | 2264.68 |
| 1                          | 2144.61                 | 2171.50 | 2198.01 | 2224.74 | 2251.60 | 2277.81 |
| 2                          | 2157.92                 | 2184.65 | 2211.46 | 2238.24 | 2264.68 | 2291.43 |
| 3                          | 2171.50                 | 2198.01 | 2224.74 | 2251.60 | 2277.81 | 2304.86 |
| 4                          | 2184.65                 | 2211.46 | 2238.24 | 2264.68 | 2291.43 | 2318.29 |
| 5                          | 2198.01                 | 2224.74 | 2251.60 | 2277.81 | 2304.86 |         |
| 6                          | 2211.46                 | 2238.24 | 2264.68 | 2291.43 |         |         |
| 7                          | 2224.74                 | 2251.60 | 2277.81 |         |         |         |

|   |         |         |  |  |  |  |
|---|---------|---------|--|--|--|--|
| 8 | 2238.24 | 2264.68 |  |  |  |  |
| 9 | 2251.60 |         |  |  |  |  |

#### 3.1.4.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2291.43                 | 2318.29 | 2344.75 | 2371.39 | 2398.29 | 2424.73 |
| 1                   | 2304.86                 | 2331.48 | 2358.34 |         |         |         |
| 2                   | 2318.29                 | 2344.75 |         |         |         |         |
| 3                   | 2331.48                 |         |         |         |         |         |

#### 3.1.4.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD |         |
|----------|---------|
| 20 jaar  | 1841.08 |
| 19 jaar  | 1781.67 |
| 18 jaar  | 1721.92 |
| 17 jaar  | 1663.01 |
| 16 jaar  | 1627.33 |

#### 3.1.5. : Minimum Maandloon

In dit minimum maandloon zijn begrepen de conventionele en contractuele premies en overlonen, behalve die voor laattijdige opening van winkels en overuren op zaterdag welke bepaald zijn in de artikelen 2 en 4 van de CAO van 5 november 2002 betreffende premies en overlonen.

| LEEFTIJD        |         |
|-----------------|---------|
| 20 jaar en meer | 1194.83 |

#### 3.1.6. : Bedienden van de zelfbediening en verkoopbedienden van de warenhuizen

De bedienden van de "zelfbediening" waarvan sprake is in artikel 11 van de collectieve arbeidsovereenkomst van 5 november 2002 betreffende de functieclassificatie, alsmede het verkooppersoneel van de warenhuizen, genieten na 2 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, maar met een opklimming op grond van de anciënniteit die ophoudt bij het bedrag voor de leeftijd van 21 jaar.

De bedoelde bedienden die worden aangeworven vanaf 1 april 1993 bekomen na 1 jaar anciënniteit de minimumloonschaal van de bedienden van de derde categorie, in dezelfde voorwaarden.

De opklimming op grond van de anciënniteit wordt, voor elke bediende, op 22 jaar gebracht op het ogenblik van de toekenning van de jaarlijkse verhoging.

Het wegwerken van het verschil tussen de werkelijke anciënniteit te rekenen vanaf de aanvangsleeftijd van de categorie en de baremieke anciënniteit geschiedt eveneens op het ogenblik van de toekenning van de jaarlijkse verhoging, zoals voor de verlenging van de loonschaal.

#### 3.2. : Kaderpersoneel

De loonschalen van de minimum maandlonen van het kaderpersoneel worden vastgesteld zonder rekening te houden met de aanvangsleeftijden

##### 3.2.1. : Categorie 5

### 3.2.1.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 2080.60                 | 2113.79 | 2147.16 | 2180.36 | 2213.72 |
| 1                       | 2097.22                 | 2130.50 | 2163.83 | 2197.21 | 2230.26 |
| 2                       | 2113.79                 | 2147.16 | 2180.36 | 2213.72 | 2246.81 |
| 3                       | 2130.50                 | 2163.83 | 2197.21 | 2230.26 | 2263.44 |
| 4                       | 2147.16                 | 2180.36 | 2213.72 | 2246.81 | 2280.18 |
| 5                       | 2163.83                 | 2197.21 | 2230.26 | 2263.44 | 2296.85 |
| 6                       | 2180.36                 | 2213.72 | 2246.81 | 2280.18 | 2313.33 |
| 7                       | 2197.21                 | 2230.26 | 2263.44 | 2296.85 | 2330.07 |
| 8                       | 2213.72                 | 2246.81 | 2280.18 | 2313.33 | 2346.77 |
| 9                       | 2230.26                 | 2263.44 | 2296.85 | 2330.07 | 2363.33 |
| 10                      | 2246.81                 | 2280.18 | 2313.33 | 2346.77 | 2379.90 |
| 11                      | 2263.44                 | 2296.85 | 2330.07 | 2363.33 | 2396.48 |
| 12                      | 2280.18                 | 2313.33 | 2346.77 | 2379.90 | 2413.03 |
| 13                      | 2296.85                 | 2330.07 | 2363.33 | 2396.48 | 2429.82 |
| 14                      | 2313.33                 | 2346.77 | 2379.90 | 2413.03 | 2446.58 |
| 15                      | 2330.07                 | 2363.33 | 2396.48 | 2429.82 | 2463.19 |
| 16                      | 2346.77                 | 2379.90 | 2413.03 | 2446.58 | 2479.70 |
| 17                      | 2363.33                 | 2396.48 | 2429.82 | 2463.19 |         |
| 18                      | 2379.90                 | 2413.03 | 2446.58 |         |         |
| 19                      | 2396.48                 | 2429.82 |         |         |         |
| 20                      | 2413.03                 |         |         |         |         |

### 3.2.1.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 2246.81                 | 2280.18 | 2313.33 | 2346.77 | 2379.90 | 2413.03 |
| 1                          | 2263.44                 | 2296.85 | 2330.07 | 2363.33 | 2396.48 | 2429.82 |
| 2                          | 2280.18                 | 2313.33 | 2346.77 | 2379.90 | 2413.03 | 2446.58 |
| 3                          | 2296.85                 | 2330.07 | 2363.33 | 2396.48 | 2429.82 | 2463.19 |
| 4                          | 2313.33                 | 2346.77 | 2379.90 | 2413.03 | 2446.58 | 2479.70 |
| 5                          | 2330.07                 | 2363.33 | 2396.48 | 2429.82 | 2463.19 | 2496.54 |
| 6                          | 2346.77                 | 2379.90 | 2413.03 | 2446.58 | 2479.70 | 2513.18 |
| 7                          | 2363.33                 | 2396.48 | 2429.82 | 2463.19 | 2496.54 | 2529.90 |
| 8                          | 2379.90                 | 2413.03 | 2446.58 | 2479.70 | 2513.18 | 2546.44 |
| 9                          | 2396.48                 | 2429.82 | 2463.19 | 2496.54 | 2529.90 | 2562.94 |
| 10                         | 2413.03                 | 2446.58 | 2479.70 | 2513.18 | 2546.44 | 2579.46 |
| 11                         | 2429.82                 | 2463.19 | 2496.54 | 2529.90 | 2562.94 |         |
| 12                         | 2446.58                 | 2479.70 | 2513.18 | 2546.44 |         |         |
| 13                         | 2463.19                 | 2496.54 | 2529.90 |         |         |         |
| 14                         | 2479.70                 | 2513.18 |         |         |         |         |
| 15                         | 2496.54                 |         |         |         |         |         |

### 3.2.1.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2446.58                 | 2479.70 | 2513.18 | 2546.44 | 2579.46 | 2612.99 |
| 1                   | 2463.19                 | 2496.54 | 2529.90 | 2562.94 | 2596.22 | 2629.56 |
| 2                   | 2479.70                 | 2513.18 | 2546.44 | 2579.46 | 2612.99 | 2646.11 |
| 3                   | 2496.54                 | 2529.90 | 2562.94 | 2596.22 | 2629.56 | 2662.70 |
| 4                   | 2513.18                 | 2546.44 | 2579.46 | 2612.99 | 2646.11 | 2679.43 |
| 5                   | 2529.90                 | 2562.94 | 2596.22 | 2629.56 | 2662.70 |         |
| 6                   | 2546.44                 | 2579.46 | 2612.99 | 2646.11 |         |         |
| 7                   | 2562.94                 | 2596.22 | 2629.56 |         |         |         |
| 8                   | 2579.46                 | 2612.99 |         |         |         |         |
| 9                   | 2596.22                 |         |         |         |         |         |

### 3.2.1.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2646.11                 | 2679.43 | 2712.87 | 2745.92 | 2779.28 | 2812.73 |
| 1                   | 2662.70                 | 2696.18 | 2729.40 |         |         |         |
| 2                   | 2679.43                 | 2712.87 |         |         |         |         |
| 3                   | 2696.18                 |         |         |         |         |         |

## 3.2.2. : Categorie 6

### 3.2.2.1. ANCIENNITEIT: 0 tot 4

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|
|                     | Aanvangswedde           | 1       | 2       | 3       | 4       |
| 0                   | 2324.19                 | 2363.29 | 2402.47 | 2441.45 | 2480.49 |
| 1                   | 2343.72                 | 2382.99 | 2422.05 | 2461.06 | 2500.06 |
| 2                   | 2363.29                 | 2402.47 | 2441.45 | 2480.49 | 2519.64 |
| 3                   | 2382.99                 | 2422.05 | 2461.06 | 2500.06 | 2539.25 |
| 4                   | 2402.47                 | 2441.45 | 2480.49 | 2519.64 | 2558.85 |
| 5                   | 2422.05                 | 2461.06 | 2500.06 | 2539.25 | 2578.54 |
| 6                   | 2441.45                 | 2480.49 | 2519.64 | 2558.85 | 2598.03 |
| 7                   | 2461.06                 | 2500.06 | 2539.25 | 2578.54 | 2617.65 |
| 8                   | 2480.49                 | 2519.64 | 2558.85 | 2598.03 | 2637.19 |
| 9                   | 2500.06                 | 2539.25 | 2578.54 | 2617.65 | 2656.76 |
| 10                  | 2519.64                 | 2558.85 | 2598.03 | 2637.19 | 2676.29 |
| 11                  | 2539.25                 | 2578.54 | 2617.65 | 2656.76 | 2695.82 |
| 12                  | 2558.85                 | 2598.03 | 2637.19 | 2676.29 | 2715.38 |
| 13                  | 2578.54                 | 2617.65 | 2656.76 | 2695.82 | 2735.03 |
| 14                  | 2598.03                 | 2637.19 | 2676.29 | 2715.38 | 2754.53 |
| 15                  | 2617.65                 | 2656.76 | 2695.82 | 2735.03 | 2774.11 |
| 16                  | 2637.19                 | 2676.29 | 2715.38 | 2754.53 | 2793.70 |
| 17                  | 2656.76                 | 2695.82 | 2735.03 | 2774.11 |         |



|    |         |         |         |  |  |
|----|---------|---------|---------|--|--|
| 18 | 2676.29 | 2715.38 | 2754.53 |  |  |
| 19 | 2695.82 | 2735.03 |         |  |  |
| 20 | 2715.38 |         |         |  |  |

### 3.2.2.2. ANCIENNITEIT: 5 tot 10

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                   | 2519.64                 | 2558.85 | 2598.03 | 2637.19 | 2676.29 | 2715.38 |
| 1                   | 2539.25                 | 2578.54 | 2617.65 | 2656.76 | 2695.82 | 2735.03 |
| 2                   | 2558.85                 | 2598.03 | 2637.19 | 2676.29 | 2715.38 | 2754.53 |
| 3                   | 2578.54                 | 2617.65 | 2656.76 | 2695.82 | 2735.03 | 2774.11 |
| 4                   | 2598.03                 | 2637.19 | 2676.29 | 2715.38 | 2754.53 | 2793.70 |
| 5                   | 2617.65                 | 2656.76 | 2695.82 | 2735.03 | 2774.11 | 2813.23 |
| 6                   | 2637.19                 | 2676.29 | 2715.38 | 2754.53 | 2793.70 | 2832.84 |
| 7                   | 2656.76                 | 2695.82 | 2735.03 | 2774.11 | 2813.23 | 2852.36 |
| 8                   | 2676.29                 | 2715.38 | 2754.53 | 2793.70 | 2832.84 | 2871.83 |
| 9                   | 2695.82                 | 2735.03 | 2774.11 | 2813.23 | 2852.36 | 2891.40 |
| 10                  | 2715.38                 | 2754.53 | 2793.70 | 2832.84 | 2871.83 | 2910.94 |
| 11                  | 2735.03                 | 2774.11 | 2813.23 | 2852.36 | 2891.40 |         |
| 12                  | 2754.53                 | 2793.70 | 2832.84 | 2871.83 |         |         |
| 13                  | 2774.11                 | 2813.23 | 2852.36 |         |         |         |
| 14                  | 2793.70                 | 2832.84 |         |         |         |         |
| 15                  | 2813.23                 |         |         |         |         |         |

### 3.2.2.3. ANCIENNITEIT: 11 tot 16

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                   | 2754.53                 | 2793.70 | 2832.84 | 2871.83 | 2910.94 | 2950.04 |
| 1                   | 2774.11                 | 2813.23 | 2852.36 | 2891.40 | 2930.50 | 2969.65 |
| 2                   | 2793.70                 | 2832.84 | 2871.83 | 2910.94 | 2950.04 | 2989.14 |
| 3                   | 2813.23                 | 2852.36 | 2891.40 | 2930.50 | 2969.65 | 3008.66 |
| 4                   | 2832.84                 | 2871.83 | 2910.94 | 2950.04 | 2989.14 | 3028.20 |
| 5                   | 2852.36                 | 2891.40 | 2930.50 | 2969.65 | 3008.66 |         |
| 6                   | 2871.83                 | 2910.94 | 2950.04 | 2989.14 |         |         |
| 7                   | 2891.40                 | 2930.50 | 2969.65 |         |         |         |
| 8                   | 2910.94                 | 2950.04 |         |         |         |         |
| 9                   | 2930.50                 |         |         |         |         |         |

### 3.2.2.4. ANCIENNITEIT: 17 tot 22

| ERVARING (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|---------------------|-------------------------|---------|---------|---------|---------|---------|
|                     | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                   | 2989.14                 | 3028.20 | 3067.41 | 3106.53 | 3145.05 | 3183.43 |
| 1                   | 3008.66                 | 3047.80 | 3087.04 |         |         |         |
| 2                   | 3028.20                 | 3067.41 |         |         |         |         |
| 3                   | 3047.80                 |         |         |         |         |         |

### 3.2.3. : Categorie 7

#### 3.2.3.1. ANCIENNITEIT: 0 tot 4

| ERVARIN<br>G (in jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |
|-------------------------|-------------------------|---------|---------|---------|---------|
|                         | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 0                       | 2652.71                 | 2699.69 | 2747.01 | 2794.11 | 2841.19 |
| 1                       | 2676.31                 | 2723.37 | 2770.51 | 2817.69 | 2864.93 |
| 2                       | 2699.69                 | 2747.01 | 2794.11 | 2841.19 | 2888.46 |
| 3                       | 2723.37                 | 2770.51 | 2817.69 | 2864.93 | 2911.96 |
| 4                       | 2747.01                 | 2794.11 | 2841.19 | 2888.46 | 2935.41 |
| 5                       | 2770.51                 | 2817.69 | 2864.93 | 2911.96 | 2958.95 |
| 6                       | 2794.11                 | 2841.19 | 2888.46 | 2935.41 | 2982.51 |
| 7                       | 2817.69                 | 2864.93 | 2911.96 | 2958.95 | 3006.17 |
| 8                       | 2841.19                 | 2888.46 | 2935.41 | 2982.51 | 3029.69 |
| 9                       | 2864.93                 | 2911.96 | 2958.95 | 3006.17 | 3053.16 |
| 10                      | 2888.46                 | 2935.41 | 2982.51 | 3029.69 | 3076.73 |
| 11                      | 2911.96                 | 2958.95 | 3006.17 | 3053.16 | 3100.26 |
| 12                      | 2935.41                 | 2982.51 | 3029.69 | 3076.73 | 3123.44 |
| 13                      | 2958.95                 | 3006.17 | 3053.16 | 3100.26 | 3146.56 |
| 14                      | 2982.51                 | 3029.69 | 3076.73 | 3123.44 | 3169.62 |
| 15                      | 3006.17                 | 3053.16 | 3100.26 | 3146.56 | 3192.84 |
| 16                      | 3029.69                 | 3076.73 | 3123.44 | 3169.62 | 3215.87 |
| 17                      | 3053.16                 | 3100.26 | 3146.56 | 3192.84 |         |
| 18                      | 3076.73                 | 3123.44 | 3169.62 |         |         |
| 19                      | 3100.26                 | 3146.56 |         |         |         |
| 20                      | 3123.44                 |         |         |         |         |

#### 3.2.3.2. ANCIENNITEIT: 5 tot 10

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 5                       | 6       | 7       | 8       | 9       | 10      |
| 0                          | 2888.46                 | 2935.41 | 2982.51 | 3029.69 | 3076.73 | 3123.44 |
| 1                          | 2911.96                 | 2958.95 | 3006.17 | 3053.16 | 3100.26 | 3146.56 |
| 2                          | 2935.41                 | 2982.51 | 3029.69 | 3076.73 | 3123.44 | 3169.62 |
| 3                          | 2958.95                 | 3006.17 | 3053.16 | 3100.26 | 3146.56 | 3192.84 |
| 4                          | 2982.51                 | 3029.69 | 3076.73 | 3123.44 | 3169.62 | 3215.87 |
| 5                          | 3006.17                 | 3053.16 | 3100.26 | 3146.56 | 3192.84 | 3239.09 |
| 6                          | 3029.69                 | 3076.73 | 3123.44 | 3169.62 | 3215.87 | 3262.15 |
| 7                          | 3053.16                 | 3100.26 | 3146.56 | 3192.84 | 3239.09 | 3285.13 |
| 8                          | 3076.73                 | 3123.44 | 3169.62 | 3215.87 | 3262.15 | 3308.09 |
| 9                          | 3100.26                 | 3146.56 | 3192.84 | 3239.09 | 3285.13 | 3331.21 |
| 10                         | 3123.44                 | 3169.62 | 3215.87 | 3262.15 | 3308.09 | 3354.40 |
| 11                         | 3146.56                 | 3192.84 | 3239.09 | 3285.13 | 3331.21 |         |
| 12                         | 3169.62                 | 3215.87 | 3262.15 | 3308.09 |         |         |
| 13                         | 3192.84                 | 3239.09 | 3285.13 |         |         |         |
| 14                         | 3215.87                 | 3262.15 |         |         |         |         |

|    |         |  |  |  |  |  |
|----|---------|--|--|--|--|--|
| 15 | 3239.09 |  |  |  |  |  |
|----|---------|--|--|--|--|--|

### 3.2.3.3. ANCIENNITEIT: 11 tot 16

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 11                      | 12      | 13      | 14      | 15      | 16      |
| 0                          | 3169.62                 | 3215.87 | 3262.15 | 3308.09 | 3354.40 | 3400.44 |
| 1                          | 3192.84                 | 3239.09 | 3285.13 | 3331.21 | 3377.32 | 3423.51 |
| 2                          | 3215.87                 | 3262.15 | 3308.09 | 3354.40 | 3400.44 | 3446.75 |
| 3                          | 3239.09                 | 3285.13 | 3331.21 | 3377.32 | 3423.51 | 3469.86 |
| 4                          | 3262.15                 | 3308.09 | 3354.40 | 3400.44 | 3446.75 | 3492.96 |
| 5                          | 3285.13                 | 3331.21 | 3377.32 | 3423.51 | 3469.86 |         |
| 6                          | 3308.09                 | 3354.40 | 3400.44 | 3446.75 |         |         |
| 7                          | 3331.21                 | 3377.32 | 3423.51 |         |         |         |
| 8                          | 3354.40                 | 3400.44 |         |         |         |         |
| 9                          | 3377.32                 |         |         |         |         |         |

### 3.2.3.4. ANCIENNITEIT: 17 tot 22

| ERVARI<br>NG (in<br>jaren) | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|----------------------------|-------------------------|---------|---------|---------|---------|---------|
|                            | 17                      | 18      | 19      | 20      | 21      | 22      |
| 0                          | 3446.75                 | 3492.96 | 3538.94 | 3585.20 | 3631.28 | 3677.56 |
| 1                          | 3469.86                 | 3515.95 | 3562.12 |         |         |         |
| 2                          | 3492.96                 | 3538.94 |         |         |         |         |
| 3                          | 3515.95                 |         |         |         |         |         |

## 4. LOONSCHALEN: Werklieden - Carrefour

Uurlonen

De opklimming in de uurloonschalen van de werklieden vangt aan op het ogenblik dat de werklieden de leeftijd van éénentwintig jaar hebben bereikt

### 4.1. LEEFTIJD: 21 jaar of meer

#### 4.1.1. ANCIENNITEIT: 0 tot 4

| CATEGOR<br>IE | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------|-------------------------|---------|---------|---------|---------|
|               | Aanvangsw<br>edde       | 1       | 2       | 3       | 4       |
| 1             | 11.4502                 | 11.4717 | 11.5010 | 11.5350 | 11.5735 |
| 2             | 11.8801                 | 11.9128 | 11.9495 | 11.9772 | 12.0081 |
| 3             | 12.4473                 | 12.4829 | 12.5320 | 12.5705 | 12.6047 |

#### 4.1.2. ANCIENNITEIT: 5 tot 9

| CATEGOR<br>IE | ANCIENNITEIT (in jaren) |         |         |         |         |
|---------------|-------------------------|---------|---------|---------|---------|
|               | 5                       | 6       | 7       | 8       | 9       |
| 1             | 11.6027                 | 11.6304 | 11.6568 | 11.6813 | 11.7167 |
| 2             | 12.0419                 | 12.0790 | 12.1098 | 12.1373 | 12.1682 |
| 3             | 12.6539                 | 12.6877 | 12.7433 | 12.7830 | 12.8218 |

#### 4.1.3. ANCIENNITEIT: 10 tot 14

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|
|           | 10                      | 11      | 12      | 13      | 14      |
| 1         | 11.7599                 | 11.7924 | 11.8185 | 11.8508 | 11.8801 |
| 2         | 12.1976                 | 12.2361 | 12.2641 | 12.2931 | 12.3255 |
| 3         | 12.8742                 | 12.9049 | 12.9528 | 12.9977 | 13.0454 |

#### 4.1.4. ANCIENNITEIT: 15 tot 20

| CATEGORIE | ANCIENNITEIT (in jaren) |         |         |         |         |         |
|-----------|-------------------------|---------|---------|---------|---------|---------|
|           | 15                      | 16      | 17      | 18      | 19      | 20      |
| 1         | 11.9156                 | 11.9421 | 11.9757 | 12.0065 | 12.0404 | 12.0744 |
| 2         | 12.3610                 | 12.3949 | 12.4287 | 12.4521 | 12.4812 | 12.5045 |
| 3         | 13.0883                 | 13.1300 | 13.1764 | 13.2238 | 13.2609 | 13.3011 |

#### 4.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD | CATEGORIE |         |         |
|----------|-----------|---------|---------|
|          | 1         | 2       | 3       |
| 20 jaar  | 11.4502   | 11.8801 | 12.4473 |
| 19 jaar  | 11.4502   | 11.8801 | 12.4473 |
| 18 jaar  | 11.4502   | 11.8801 | 12.4473 |
| 17 jaar  | 10.5383   | 10.7457 | 11.2467 |
| 16 jaar  | 10.0934   | 10.5070 | 10.7991 |